

LOGNOTE -- Chief, Operations Group, 27 July 1984

1. (Wilson) C/Ops, DC/Ops and SA/Ops met with the PMCD classification team of Gray, Turinese, Crowley and Donohue on 26 July to discuss bureau chief grading criteria. The discussion focused on the draft criteria worked up by the team as a first attempt at defining a baseline level of those factors common to all bureau chief positions and, by contrast, identifying situations (enhancement factors) not present in all bureau chief positions beyond the baseline level which impact on the grade level. The reason for including a factor, its meaning and applicability to field realities were discussed at length. In the course of the discussion it was learned that: 1) the PMCD team considers the baseline grade level to be GS-14; 2) units such as Cologne and Islamabad should probably be graded at the GS-13 level; 3) the draft criteria discussed at the meeting represent simply a working paper produced by the team and are not an official PMCD position; 4) agreement on criteria by Operations Group and the PMCD team will require final approval by FBIS and PMCD management; 5) if successful, the process by which criteria for determining bureau chief positions are developed will be used as a model in developing criteria for other Agency components.

It was agreed that the team will incorporate our comments in a revised draft which we will circulate among FBIS managers for comment and then discuss at the next meeting with the team. At that time we will attempt to identify those grade-enhancing factors applicable to bureaus presently graded above the baseline level and bureaus which we feel should be upgraded. We will also discuss how each factor is to be weighted and the possibility of determining primary and secondary factors. No values or weightings had been assigned to the various factors by the PMCD team. Under their present scheme the weighting factor could become fairly complicated and contentious. We will strive to limit the number of factors and to make the weighting as simple as possible. One encouraging note, beyond the team's comments on grade levels, is the fact that they have a stake in selling this type of factor schematic for use in evaluating other domestic and foreign field units. This could work to our advantage.

(cc: D/FBIS, C/E&PS, C/AS)